

PROCEEDINGS
OF THE
SOUTHERN RHODESIA
MISSIONARY
CONFERENCE

BULAWAYO

JUNE 1938



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No.

SOUTHERN RHODESIA MISSIONARY CONFERENCE

OFFICERS FOR THE ENSUING PERIOD

President:

Rev. HERBERT CARTER

Vice President:

Rev. FATHER J. P. O'HEA

Secretary and Treasurer:

Rev. A. A. LOUW Jnr.

Executive Council:

The above Officers, together with :

Rev. H. H. BRUBAKER, the Ven. Archdeacon S. J. CHRISTELOW,
Rev. W. W. MURRAY, Col. E. CHARD, Rev. V. R. RICKLAND,
Miss C. D. HUNTLEY, Mr. S. J. CURTIS, Rev. Father R. H. BAKER,
and Rev. T. A. O'FARRELL

The next Conference will be held in Salisbury, during the month of
June, 1940

**MORIJA PRINTING WORKS
MORIJA, BASUTOLAND**

FOREWORD

THE size of the Southern Rhodesia Missionary Conference has made it increasingly difficult during recent years to procure hospitality for the delegates, and members of the Conference had begun to take it as a matter of course that they had to find and pay for their own accommodation. It came as a welcome surprise, therefore, when it was announced that the Ministers' Fraternal of Bulawayo had "fraternally" taken it upon themselves to provide hospitality for those wishing to attend the Conference. It was indeed no small undertaking, and all praise is due to those who had to organize matters, that everything went so smoothly. Delegates attending the Bulawayo Conference will long have reason to remember the three days there, and not least for the splendid hospitality so generously provided by the Bulawayo friends.

The Bulawayo Conference will also be remembered for an innovation—a one-day joint session with the Native Missionary Conference—a new development, the far-reaching effects of which can yet hardly be visualized. The potential value of such a joint meeting could be readily sensed even in this first gathering of its kind, in spite of the fact that everything was new, and members of both Conferences were consciously feeling their way. Thoughtfully organized and sympathetically guided, however, one can easily foresee of what tremendous significance such a joint session may become in the solution of the many problems incidental to Missionary work.

The unabated interest of the Government, and particularly of the Native Development Department, in the deliberations of the Missionary Conference, augurs well for the future. The uplift of the Native people of the country is a dual task in which the Missions and the Government are partners. The bi-ennial Missionary Conference, one has reason to believe, has contributed in no small way towards helping the partners to understand and appreciate each other's point of view. May it continue to do so increasingly.

This report carries with it the sincere apologies of the Secretary. Unusual circumstances have made it wellnigh impossible for him to get out the report at an earlier date. Nobody

realizes more than he how long overdue it is, and nobody regrets it more than he does.

The Directory is not being published, but will be brought up to date at the next Conference.

Morgenster,
Great Zimbabwe,
S. Rhodesia.

A. A. Louw Jnr.
Hon. Secretary

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**PROCEEDINGS
OF THE
SOUTHERN RHODESIA MISSIONARY
CONFERENCE
BULAWAYO**

21st to 23rd June, 1938

THE Conference had the privilege, by invitation, of holding its meetings in the Methodist Hall, Bulawayo. The Proceedings of each day were, as in the past, opened by a short devotional session, conducted on the several days by the Ven. Archdeacon Gibbs, the Rev. E. G. Nightingale and the Rev. J. Kennedy Grant.

1. OPENING CEREMONY

For the second time the Conference had the privilege of welcoming His Excellency the Governor, Sir Herbert Stanley, G.C.M.G., in their midst. In performing the opening ceremony His Excellency expressed his keen and unwavering interest in the valuable work the Missions were doing throughout the Colony for the uplift of the less fortunate members of the Community. He thereupon drew attention to the extremely difficult task of the Missionary whose work was not a profession but a vocation. In order to be successful the Missionary had to be gifted with many varied qualities, the most important of which was faith. But in addition to this he must be gifted with patience and tact, he must have a knowledge of the people and their customs, he must be a psychologist and an educationalist, he must know something of agriculture, medicine and hygiene. Most of these qualities, he was glad to say, were to be found among the various churches in the Colony, and in all his travels he had never found a Missionary who was not doing his best and something which was very useful for the advancement of the country. His Excellency wished to assure the Conference that they had his whole-hearted support as well as that of every right-thinking person in the Colony. He had the greatest pleasure, therefore, in wishing them every success in their deliberations.

2. PRESIDENTIAL ADDRESS

In the regrettable absence of the President who was away on furlough, the Vice-President, the Rev. H. H. Brubaker, proceeded

to deliver the Presidential Address, which was greatly appreciated by the Conference. The address will be found almost in full in the Appendices.

3. GREETINGS

Greetings were received by letter or telegram from the Rev. A. J. Cross, Secretary of the Northern Rhodesia Missionary Conference, Mr. and Mrs. Rheinallt Jones of the South African Institute of Race Relations, Rev. Fred. Stakes, Convener of the African Mission's Committee of the Presbyterian Church of South Africa, and the Rev. Neville Jones, a former able member of the Conference, and President on various occasions.

4. VOTE OF APPRECIATION

During the Conference the following vote was passed :—

The Rev. Neville Jones

“It was with sincere regret that we learned that the Rev. Neville Jones had found it necessary to sever his connection with the Southern Rhodesia Missionary Conference. Mr. Jones has been a valuable member of the Conference for many years, having served on the Executive, as Secretary for a number of years, and as Chairman on different occasions. We extend to him our hearty good wishes and trust he may have every success in his new work.”

5. REPORT OF THE EXECUTIVE

In his report on the work of the Executive during the period between the two Conferences, the Secretary made mention of the regrettable departure from the Colony of the Rev. Frank Noble, an honoured and greatly trusted member of the Executive, and one-time President of the Conference. His departure was a severe loss to the Missionary cause in Southern Rhodesia.

Other matters were referred to as follows :

Village Settlements

“In view of the fact that the reply from the Government to the resolution passed by the last Conference, urging the further establishment of Village Settlements, was not very encouraging, the Executive Committee had forwarded the following further resolution :—

‘The Executive of the Southern Rhodesia Missionary Conference has received the reply of the Government to the Missionary Conference resolution on Village Settlements.

The Executive does not feel that the Government's decision to watch the Bulawayo experiment before proceeding with further settlement is satisfactory, in that it cannot agree that this is a reasonable interpretation of the Land Apportionment Act which makes provision for Village Settlements in other areas where there is a considerable urban Native population. In view of the fact that the Act has now been in operation for five years, the Executive feels that in such an area as Salisbury the village settlement ought to be initiated without delay.'"

In reply the Executive had been glad to hear that between two and three thousand pounds had been put on the estimates for this purpose for the year 1937, and that settlements were being started near Salisbury and Gwelo.

Training of Female Native Nurses

In reply to the resolution of the last Conference, and a subsequent one from the Executive, asking for Government recognition of the Mission Training of Native Nurses, the Medical Director had written expressing his sympathy with the work of Missions. He stated that Mission-trained nurses could not receive the State certificate, but that the "Public Health Department accepts the certificates issued by Mission training schools that have applied to us for recognition, and that the Medical Director endorses the statement on the final certificate given to the Mission-trained orderly, and that the Certificate is recognized and approved by the Public Health Department". The Executive replied expressing the hope that full recognition would in due course be given, and at the same time pointed out that there was no maternity work in Government Hospitals, and that this part of the training was of the greatest value at the present time.

Functions of the Advisory Board

The scope of the Advisory Board had become very restricted. In the view of the Executive all proposed Native legislation should first come before the Advisory Board for discussion. Many recent mistakes in legislation could have been avoided if this had been done. The Board should have the power to express itself on all Native affairs now that the Native Education Department and the Native Affairs Department have become one Department. It was unanimously agreed that the Advisory Board should continue to function, and that its scope should be greatly enlarged.

Official Delegation to International Missionary Conference

The International Missionary Conference had allotted a Native Delegate for Southern Rhodesia. In view of the fact that

Dr. Mott had offered to defray practically all the travelling expenses of such a delegate, the Executive had decided to send the Rev. T. D. Samkange to represent the Christian Churches in Southern Rhodesia. In order to cover incidental expenses the affiliated Missions were now asked to contribute £1 each for the purpose.

Commission on Amalgamation

The Executive had requested the Rev. H. Carter and the Rev. Father Baker to give evidence before the Royal Commission on Amalgamation on behalf of the Missionary Conference.

6. REPORT OF MISSIONARY REPRESENTATIVES ON JOINT CONFERENCE OF MISSIONARIES AND INSPECTORS

A report was submitted by the Rev. T. A. O'Farrell on behalf of the Missionary Representatives on the Joint Conference of Missionary Representatives and Inspectors. The opinion was expressed that the Joint Conference was serving a useful purpose in that it gave the Missions an opportunity of making their wishes known in advance of plans being formulated. The number of Missionary Representatives had now been increased to six. Free and vigorous exchange of opinion had taken place, but there had been few divisions on the line of Inspectors *versus* Missionaries. Where such divisions occurred, the matter had not been forced.

The report was adopted by the Conference with a special expression of appreciation of the very excellent way the meetings had been conducted by the Chairman, the Secretary of Native Affairs, and the Vice-Chairman, the Director of Native Education.

7. RELIGIOUS EDUCATION

For a number of years now the subject of Religious Education has been on the agenda of the Conference. A report of the work of the Committee appointed for the purpose of studying the subject was presented by the Rev. John Marsh. Copies of a Digest of "A Syllabus of Religious Instruction for African Elementary Schools", compiled by the Rev. J. W. C. Dougall, were distributed and elucidated, and it was reported that five Societies had announced their willingness to adopt the proposed syllabus. The Conference thereupon passed the following resolution :—

"That Mission bodies seriously consider the adoption of this syllabus in their schools, and that the co-operating denom-

inations arrange or appoint a Committee to provide for the printing of copies of this syllabus in the vernaculars, and the study of, and preparation of, suitable suggestive helps as soon as possible ; the expense involved—if approved—to be met by the co-operating Missions.”

The Rev. E. G. Nightingale was appointed by the Conference as Convener of the above-named Committee.

8. HIGHER EDUCATION

The report of the Committee on Higher Education, appointed by the last Conference, presented by Mr. S. J. Curtis, proved that the Committee had done some very useful work during the interval. Favourable mention was made in the report of a lengthy and valuable memorandum on the subject which had been kindly drawn up by Mr. and Mrs. Rheinallt Jones of the Institute of Race Relations in the Union.

There were still certain difficulties in the way, but, in spite of these, the Committee was of opinion that the time had come for starting a course of Secondary Education which eventually would lead up to Higher Education.

The report was adopted with appreciation, whereupon the Conference passed the following resolutions :—

“This Conference is convinced that the time has come when the initial steps should be taken to establish Secondary Education for the Native people of this Colony, and we would urge that the Government make adequate financial provision in the new regulations for this development, over and above the amount provided for primary education, teacher training courses and parallel courses which might be allowed under the Quota system. The Conference expresses its strong conviction that Secondary and Higher Education should fall within the Missionary Educational System, and that the co-operation between Missions and the Government be continued throughout the whole range of Native Education.”

“That this Conference approves of the scheme and general principles as outlined by the special Committee on Secondary and Higher Education in regard to the establishment of a Union Institution for this Colony, and recommends that those Mission bodies prepared to co-operate in offering secondary education, report their plans jointly to the Executive Committee of the Southern Rhodesia Missionary Conference for their consideration.”

9. THE SCHOOL CALENDAR

The subject of the School Calendar was introduced by the Rev. M. J. Murphree. There was a feeling in some Missions that the present calendar should be changed in such a way that the school year should begin sometime in October in order to run parallel with the agricultural year. Agricultural training could not be effectively carried out with the existing calendar. After considerable discussion the Conference passed the following resolution by a majority vote :—

“That this Conference approves of a change in the school calendar to make possible the beginning of the school year in the dry season rather than during the rainy season as at present.”

10. UNIFORM SCALE OF TEACHERS' SALARIES

This subject was introduced in an able paper by Mr. J. Stakesby Lewis, who pointed out that under the present system of differing salary scales obtaining among the Missions, teachers were prone to change from one Mission to another, while again there was a great deal of leakage from the teaching profession to better-paid occupations open to them. The subject was considered of so great importance, and the data supplied by Mr. Lewis of such value, that the Conference adopted the following resolution:

“That a Committee be appointed to go into the question of a salary scale for African teachers, and their findings be circulated to members of the Conference with a recommendation that as many as possible come into line.”

It was further resolved that the Committee, which was to include one or two Africans, be appointed by the Executive, and that the paper be incorporated in the printed report of the Conference for the information of members. (See Appendixes.)

11. ORDER 676 of 1929

This important subject was presented to the Conference by the Rev. H. Carter, who went through the draft of the new Order, drawing attention to various points which in the opinion of the Executive needed alteration or elucidation. Several other speakers also indicated in what ways the Order could be amended in the interest of Missions. After sympathetic participation in the debate by the Director of Native Education, it was resolved to pass a general resolution requesting amendment of the draft Order, and that the details be submitted by the Missionary representatives on the Joint Conference of Inspectors and Missionaries.

At a later stage of the Conference the following resolutions, presented by the Right Rev. the Bishop of Southern Rhodesia and seconded by the Rev. G. E. Hay Pluke, were adopted by the Conference :—

“In sending forward our recommendations regarding the revised Order 676 to the Joint Conference for further consideration and revision, the Southern Rhodesia Missionary Conference wishes to express its profound dissatisfaction of the Order on the following grounds :—

1. The Order does not recognize the Missionary Bodies partners with the Government in the fulfilment of the education of the African people. The grants are in no way commensurate with the educational work carried out by the Missions, and the demands made upon them by the Government. The Government continues to demand skilled work at unskilled rates.
2. The Order gives no guarantee whatever that the grants earned shall be paid. While the Missions have accepted financial responsibilities, the Government is not prepared to accept in the same spirit its responsibility.
3. In considering the proposed Order in the light of the Quota System, we urge that provision be made in the proposed Order for the necessary increase of expenditure on all stages of education which we believe essential to the normal development of Native education in this Colony.

That this resolution be forwarded to the Minister of Native Affairs, the Secretary for Native Affairs, and the Director of Native Education.”

12. HEADMASTERS' CONFERENCE

A Sectional Meeting, as previously, was held by the Headmasters of Educational Institutions and others interested in, and occupied with, educational matters. Three resolutions passed by this sectional meeting, were at a later stage, presented to the plenary Conference, and received its imprimatur. The resolutions were the following :—

1. *Texts for use in Schools :*

“We ask all schools to keep in mind the work being done in other schools and to submit to Circuit Inspectors texts that have come out of the present syllabus, and if the Circuit Inspectors think they are suitable they should be sent to the other institutions.”

2. *Admittance to the new post-Std. VI Course:*

"That admission to the new teacher-training course be on the basis of a written examination on Std. VI subjects—papers to be set by the Department and marked by the staff of the institutions. Responsibility for admission to the course to be vested in the principal of each institution."

3. *Times of Meeting:*

"This meeting would like to hold its session on the first evening of the next Southern Rhodesia Missionary Conference so that if necessary a second session could be held during the Conference, and we ask the Conference that arrangements be made accordingly."

13. CO-OPERATION OF MISSIONS REGARDING DISCIPLINED TEACHERS AND PUPILS

The Rev. H. E. Taylor who had been requested to introduce this subject having found it impossible to attend, Mr. S. J. Curtis volunteered to deal with the matter. Mr. Curtis mentioned the case especially of teachers who went from Mission to Mission seeking employment, and the desirability of the co-operation of Missions in controlling this state of affairs. No resolution was taken, but it was left to the good-will of the Missions to co-operate in this matter.

14. NATIVE LAND BOARD

The Rev. Herbert Carter, who had been appointed in the Rev. Frank Noble's stead as representative of the Missionary Conference on the Native Land Board, gave a brief report of the activities of the Land Board, drawing attention to the report which had been published by the Government. In the view of the speaker the Board was doing a very useful work, and was extremely sympathetic in regard to land tenure by Natives. Apparently, however, the Land Apportionment Act does not provide for tenants on Mission Farms, as the result of which tenants were becoming less and less, which was not in the interests of Missionary work. With a view to meeting this situation Mr. Carter proposed the following resolution which was carried unanimously by the Conference:—

"The Conference requests the Missions holding Mission Farms to appoint a representative to a Committee to examine the position of Mission Farms and their tenants in relation to the Land Apportionment Act, and authorizes the Committee

acting through the Missionary Representative on the Native Land Board to make any representation to the Government which they may think desirable."

15. LAND FOR NATIVES IN URBAN AREAS

The Rev. P. Ibbotson presented in an able paper the great need there was for land for Natives in urban and semi-urban areas. The Land apportionment Act apparently made no provision for such areas, and according to the Act in the near future some 1,500 adult male Natives working in Bulawayo, but living on European farms in the vicinity of the town, would have to be moved. They had nowhere to go, as the Location was over-crowded, and the Luveve Settlement also offered no room for them, mainly on account of high rents. Land should be provided for such Natives, where there could be model Native communities living under ideal Native conditions. If such land could not be made available, these Natives should not be moved.

Other speakers maintained that the same conditions obtained even in rural areas, and it was felt that similar provision should be made for rural areas.

After further discussion the Conference passed the following resolution unanimously :—

"This Conference being thoroughly acquainted with the desperate need for providing additional accomodation for Native people who are being moved, and will be moved from European areas by 1941, desires the Minister for Native Affairs to receive a delegation from this Conference for the purpose of discussing the matter with a view to the following action :—

1. The provision of additional land for Native purchase in Matabeleland at a reasonable distance from Bulawayo, and elsewhere if the need is demonstrated.
2. The provision of Native occupational areas near centres of employment, as an extension of the village settlement scheme, so that the Natives may keep stock and grow food, though in permanent or semi-permanent employment.
3. To consider the extension of existing reserves where the provision is proving inadequate."

The following gentlemen were subsequently appointed to form the delegation : Rev. Father Baker, Rev. P. Ibbotson and Mr. S. J. Curtis.

16. JOINT SESSION EUROPEAN AND NATIVE CONFERENCES

In accordance with a resolution passed in 1936, arrangements had been made for the Conference to meet in its second day in joint session with the Native Missionary Conference. Two sessions were held in the morning and afternoon in the Methodist Church in the Native Location, some 300 members of both races being present.

After the usual devotional service, the President, the Rev. H. H. Brubaker, in a short introductory address explained the origin and purpose of the joint session, which was on that day being inaugurated for the first time. He was convinced that there was tremendous potential value in such a gathering, and was sure it was the wish of everybody to make it a real success. He explained that there would be an entirely free and open discussion of subjects of mutual interest, but that the Executives of the two Conferences had thought it best to decide that no formal voting should take place, but that any difficult subjects arising during the session would, as in the past, be referred to the European session on the following day.

A very useful and illuminating discussion then took place on the various subjects raised in the resolutions that had been passed by the Native Missionary Conference on the previous day. The joint and sympathetic discussion of the resolutions proved to be of tremendous value to the European Conference in arriving at decisions on the following day regarding the subjects raised. (The resolutions will be found listed under the next head.)

At the conclusion of a definitely interesting and useful session, the Rev. H. Carter indicated what the Executive had in mind regarding the future of such a joint session of the Conferences : It was, he said, the intention of the Executive to call a joint meeting of the two Executives to think out and plan for succeeding Conferences in the light of the experience of this joint meeting.

17. SOUTHERN RHODESIA NATIVE MISSIONARY CONFERENCE RESOLUTIONS

The resolutions passed by the Southern Rhodesia Native Missionary Conference, and freely discussed at the joint session of the two Conferences, were in the usual way submitted to the European Conference. The resolutions are listed below, and at the end of each, in brackets, the decision of the Conference.

1. *Revision of Government Notice 676 of 1929*

- (a) This Native Missionary Conference requests the Government to increase the teachers' salary grant from £24 to £36 per annum for qualified Native Teachers.
- (b) This Native Missionary Conference requests the Government to give the same status to Native Missionary Superintendents as given to European Missionary Superintendents.

(The Conference decided that the above be forwarded to the Government as coming from the Native Conference, without comment, and that they be dealt with by the Missionary Representatives on the Joint Conference of Inspectors and Missionaries.)

2. *Native Representatives at Joint Conference of Inspectors and Missionary Representatives*

This Native Missionary Conference is of opinion that the statement to the effect that the time is premature to admit two African teachers on the Joint Conference of Inspectors and Missionary Representatives on the ground that the African teachers in the Colony have not at present sufficient knowledge of education in all its aspects, is more theoretical than real and certainly not borne out by facts. We safely state that to-day there are many among our African teachers who have a thorough understanding of the broad principles of education and whose professional qualification and practical teaching experience will be of vital importance to the deliberations of the said Conference. Knowing, as we do, that the African representatives are available, we again very humbly and respectfully request the Director of Native Education to admit two Africans with teaching qualifications on the Joint Conference of Inspectors and Missionary Representatives.

(Decided that this resolution be forwarded with the approval of the Conference.)

3. *Kraal School Sites in the Reserves*

In view of the fact that Natives are being centralized in the Reserves in accordance with the Government scheme, this Native Missionary Conference humbly requests the

Government that from now on Kraal School sites be officially surveyed, and that such sites be one fourth of a mile from the people, as their animals are always a drawback to the efforts of the school.

(Resolved that the word *surveyed* be amended to *demarcated*, and that the resolution be then forwarded with approval.)

4. *Kraal Schools with Boarding Facilities*

This Native Missionary Conference asks the Government to increase the number of schools with boarding facilities, and to increase the boarding grant for such schools from 7/6 to 10/- per child.

(Resolved that this be forwarded with approval.)

5. *School Buildings in Urban Areas*

This Southern Rhodesia Native Missionary Conference, while fully appreciating what the Municipal Councils are doing for Native residents, requests the Municipal Councils to help in erecting suitable school buildings to accommodate the children in the Location Schools.

(To be forwarded with approval.)

6. *Paying of Hut Tax by Students at Boarding Schools*

This Southern Rhodesia Native Missionary Conference is strongly of opinion that, as male students in boarding schools have no means of earning money for tax by reason of their being in school, such students, if in Standard II or above, be exempted from paying hut tax.

(To be forwarded to the Committee to be appointed by the joint executives of the two Conferences to investigate the question of taxation of such students.)

7. *Private and Maternity Wards in Government Hospitals, and Training of Native Female Nurses and Midwives*

This Southern Rhodesia Native Missionary Conference, after having considered the reply from the Government to a previous resolution on the subject, again respectfully requests the Government to make provision in Government Hospitals for additional accommodation, in such a way that separate wards be available to accommodate a maximum of three African male and female patients.

We also humbly but strongly urge upon the Government to make provision for the full training of educated Native females as nurses in Native Hospitals.

Furthermore, while appreciating the assistance hitherto given by Native male orderlies in maternity cases, this Conference wishes to draw the attention of the Government to the fact that Native public opinion is strongly opposed to men participating in the handling of maternity cases, and therefore requests the Government to institute immediately the full training of Native midwives.

(Resolved that the above resolutions be forwarded with the approval of the Conference, and furthermore that Dr. Tilander be asked to present the case of Native nurses and midwives to the other Missionary Doctors working in Southern Rhodesia, in order to arrange for a deputation to interview the Medical Council on the matter.)

8. *Maize Control Act*

This Southern Rhodesia Native Missionary Conference requests the Government to exempt Missionary bodies from being registered as Trader Producers when they are buying maize from Natives for Native consumption in Boarding Schools.

Furthermore that this Conference is of opinion that the Government is using all its influence to prevent Natives from growing wheat. We regard the Maize legislation as directly aimed against Native marketing of maize. This appears us as an injustice against a large section of the community.

(The Conference was of opinion that this resolution should not be forwarded, and that no further action be taken.)

9. *Technical Education for Natives*

This Native Missionary Conference humbly urges upon the Government the need for technical education for African youths, so that they may not only depend on Agriculture, Carpentry and Teaching professions, but be fitted for all other occupations such as Postal work, Printing, etc.

(To be forwarded to the Secretary for Native Affairs with the approval of the Conference.)

10. *Higher Education for Natives*

- (a) This Southern Rhodesia Native Missionary Conference is of opinion that the higher education of Natives in the Colony should be in the hands of the Missionary Bodies working together with the Government. The Conference feels that the Natives in their present stage of development are not suited for secular education such as would be provided by Government schools.
- (b) This Native Missionary Conference is in favour of the principle of co-operative Higher Education for Natives, and suggests that one single inter-denominational College with a constitution similar to the one governing the South African Native College at Fort Hare be established.

(Resolved that (a) be forwarded with the approval of the Conference, and (b) be received for the information of the Conference.)

11. *Sindebele Orthography*

The Sindebele-speaking members of this Native Missionary Conference strongly urge :—

- (a) The necessity for a new orthography in our language.
- (b) That such a new orthography must be largely worked out by Sindebele-speaking people themselves.
- (c) That a Committee largely composed of Africans be forthwith summoned to consider the question.

(This resolution had not been discussed in the joint session. The Conference was not prepared to take any action in the matter, and resolved that it be referred back to the Executive of the Native Conference.)

18. BUSINESS

1. *Financial Report*

The Financial Report, audited and found correct by the Rev. Father R. H. Baker, and showing a credit balance of £21. 4. 3, was submitted by the Secretary, and adopted by the Conference.

2. *Election of Officers*

The Officers for the ensuing period were elected as follows :—

A. Executive Committee

President : The Rev. H. Carter.

Vice-President : The Rev. Father J. P. O'Hea.

Secretary and Treasurer : The Rev. A. A. Louw Jnr.

Additional Members : Rev. H. H. Brubaker, The Ven. Archdeacon S. J. Christelow, Rev. H. W. Murray, Col. E. Chard, Rev. V. R. Rickland, Miss C. D. Huntley, together with Mr. S. J. Curtis, Rev. Father R. H. Baker, and Rev. T. A. O'Farrell, who were not elected, but continued on the Executive for the sake of continuity.

B. Advisory Board

The following members and their alternates were elected :—

Rev. H. Carter, The Bishop of Southern Rhodesia, Rev. Father J. P. O'Hea, Mr. S. J. Curtis, Rev. T. A. O'Farrell, and as alternates : Rev. G. E. Hay Pluke, Rev. G. S. Murray, and Col. Chard.

C. Missionary Representatives of Joint Conference of Inspectors and Missionaries

The following were appointed to represent the Conference :—

The Rev. H. Carter, Rev. G. S. Murray, Rev. T. A. O'Farrell, Rev. Father J. P. O'Hea, Mr. S. J. Curtis, and the Rev. P. Ibbotson.

D. Representative on Land Board

The Rev. H. Carter, who had been asked by the Government to act in the Rev. F. Noble's place, was now appointed by the Conference.

3. Date and Place of Next Conference

Resolved that the next Conference be held in Salisbury during the month of June, 1940, the exact date to be fixed by the Executive.

4. Vote of Thanks

The following Vote of Thanks was passed by the Conference with acclamation :—

This Conference accords a hearty vote of thanks to all those who have contributed to the success of its meetings—to His Excellency the Governor for opening the Conference

and for his sympathetic interest, to the President and Secretary, to all who have presented papers for information and discussion, to the Secretary for Native Affairs and the Director of Native Education for their presence at the meetings, to the Methodist Church for the use of their Hall and their Church in the Native Location, to the Press for their generous recording of the proceedings, to the General Manager of the Rhodesia Railways for the Concessions granted, to the Presbyterian Church for the use of their Church for devotional meetings, to the Ministers' Fraternal for the excellent social gathering and also for their kindness in arranging hospitality, to the hosts and hostesses who have kindly entertained the delegates to the Conference, and to the Ladies for generously providing refreshments every morning and afternoon.

5. *Closing of Conference*

The Conference closed with the Benediction by the President.

APPENDICES

CONSTITUTION OF CONFERENCE

AIM AND OBJECTS

1. To promote Christian Missions in Southern Rhodesia.
2. To encourage fraternal intercourse and co-operation amongst ministers, missionaries and others interested in Mission Work, and to excite a deeper sympathy with missionary operations amongst the Colonists generally.
3. To further the education and general advancement of the Native people.
4. To collect missionary information and to consider all questions that may bear through legislation, or otherwise, upon the religious, educational or economic interests of the Natives.
5. To consult and advise on methods of missionary work, with a view to securing, as far as possible, uniformity of action by the various Societies in dealing with Native customs ; and in order unitedly to represent the missionary viewpoint to the Government, and its officials.

MEMBERSHIP

1. The Conference shall consist of ministers, and other missionary workers in connexion with any Society or Denomination operating in Southern Rhodesia, which has been admitted to membership by the vote of the Conference.
2. Each Society which is in membership with the Conference shall pay an annual subscription of £4 4s. Any Society which fails to pay its subscription for two consecutive years shall forfeit its right to membership with the Conference.
3. All members shall be entitled to speak, but only members of the Executive and four members of each Society shall be entitled to vote. The voting members shall be selected by their own Society, and their names handed to the Secretary at the beginning of each Conference.

EXECUTIVE COUNCIL

1. At the close of every meeting of the General Conference an Executive Council shall be chosen, consisting of a Chairman, Vice-Chairman, Secretary, and nine other members, one of whom shall be a lady member.
2. Each denomination shall be invited to nominate one member for election on the Executive, which, however, does not preclude further nominations from the open Conference. Election shall be restricted to voting members only.
3. In order to secure the vital principle of continuity on the Executive, four members shall retire by rotation at each Conference, but shall be eligible for re-election.

4. As far as funds allow, the travelling expenses of the members of the Executive shall be paid to the Executive meetings.
5. In the event of a vacancy occurring on the Executive Council by death, removal, resignation or inability to attend, the Executive Council is empowered to fill the vacancy or vacancies from members of the Missionary Conference.

ALTERATION OF CONSTITUTION

Every proposed alteration in the Constitution of the Conference shall be proposed at one Conference and submitted at the following Conference, and shall then be carried only by a majority of two thirds of the voting members of the Conference.

RULES OF PROCEDURE

OPENING OF CONFERENCE

1. Opening Prayers.
2. Roll Call of Members entitled to vote.
3. Declared duly constituted by President. Hours of session announced.
4. Presidential Address.
5. Order of Agenda announced.
6. Election of Assistant Secretaries for the Conference.

DAILY ORDER OF PROCEEDINGS

1. **Prayers.**
2. **Routine:**
 1. Reading, correcting and confirming of Minutes.
 2. Presenting reports of Committees, etc.
 3. Asking questions of which notice has been given (to be presented in writing).
 4. Notice of motions (presented in writing).
 5. Giving Notice of questions to be asked.
 6. Unopposed Motions (to be put in writing).
3. **Order of the Day.** Any orders of the day not disposed of previous to the adjournment of the Conference shall be set down on the order paper for the next day of session, next after the order for that day.

GENERAL CONDUCT OF BUSINESS

1. **Quorum.** A quorum shall consist of not less than half the number of members entitled to vote.
2. **Meetings open to the Public.** Exceptions. It shall be in the power of the President, by request of the Conference, to order proceedings to be conducted with closed doors.

3. **Absence of the President.** In the absence of the President the Vice-president shall preside, and in the absence of the Vice-president, any available member of the Executive.
4. **Voting.** Every member of the Conference shall be entitled to speak, but only elected members may vote.
5. **Order of the Agenda.** This shall be arranged by the Executive.

RULES OF DEBATE

1. **Members about to speak** shall rise and address the Chair.
2. **Rising to Order.** A member may rise at any time to call attention to a point of order. All questions of order shall be decided by the President.
3. **The President shall confine each speaker to the subject matter** of the debate ; and for continual irrelevancy may call upon him to discontinue his speech.
4. **Address from the President.** An address from the President shall be in order at all times.
5. **Voting.** The manner of voting to be at the discretion of the Chairman, who has a casting vote.
6. **Time limit of Speeches.** The President may, at his discretion, declare a time limit on speeches delivered by members of the Conference other than the proposer and seconder of any motion.
7. **No member to speak twice**, except by leave of the Conference. The proposer of an original motion shall have the right to reply, the seconder having the right to reserve his speech to any period of the debate.
8. **Going into Committee.** It shall be competent for the Conference to go into Committee on a majority vote at any time for the free discussion of any subject.
9. **Motions in writing.** All motions to be seconded, and considered to be before the Conference when reduced to writing.
10. **Motion to divide and adjournment of debate.** A motion "that the Conference do now divide" or "that the debate be now adjourned" shall be always in order, if made by any member of the Conference, and on being moved and seconded, it shall be immediately determined without discussion.
11. **Previous Motion.** When debate on a motion has been concluded, and the President is about to put the question to the vote, any member who considers that it is not desirable for the Conference to record a vote on the question in the form now before it may move : "That the Conference now pass to the next order of the day". If seconded, this shall be put from the Chair without discussion. If the vote of the Conference be in the affirmative, the question which was about to be put, shall be dropped and no vote recorded ; but such subject may again be entertained upon due notice being given. If the vote of the Conference be in the negative, then the motion under discussion shall be put to the vote immediately.

CLOSE OF CONFERENCE

Election of Officers and Committees.
 Votes of Thanks.
 Prayer.

PRESIDENTIAL ADDRESS

“ . . . The year 1938 has more than usual significance for us as we are gathered here a representative group of Christian Missionaries. A few days less than a month ago the Anglican communion commemorated the jubilee of the founding of its work in Rhodesia. We take this opportunity of expressing our appreciation of the Church and the work so nobly begun by Bishop Knight-Bruce and so ably carried on by his successors. We wish for them great joy in this commemorative year and the full realization of their plans for the coming years.

Our Methodist brethren are celebrating the bi-centenary of that experience which so mightily moved one man and through him moved the whole world. The re-birth of John Wesley released a spiritual force of such magnitude that it has vitally touched and transfigured religion in every quarter of the globe. It is our conviction that only the duplication of that experience in the lives of countless men and women will meet the sore need of the world to-day.

Politically, it is just fifty years ago that Lobengula signed the Rudd Concession. Regardless of the rightness or otherwise of that act, it must be admitted that this act on the part of the late king of the Amandebele opened a new chapter in the political life of the nation which he represented. Consequences which no man living at that time was able to anticipate or be aware of have followed this act of a ruler inexperienced in the niceties of seasoned political science.

Coming now to the present position of the Africans and the work of the Missions amongst them, we find much to encourage. We appreciate the growing interest the general public is taking in matters of vital concern to the African. The activities of the various Native Welfare Societies and other kindred organizations are commendable, and are bearing worthy fruit. The measure of co-operation and goodwill existing between the officers of the Native Education Department and Missions is a valuable asset in the task in which we find ourselves in common effort. It is heartening to hear our work commended. Much of the antagonism and indifference of past years is giving place to a better recognition of the just claims of the African and the worth of Missionary work.

We welcome the assurances of the Honourable the Prime Minister, if correctly reported, in his Ntabasinduna speech, that he would make up to Missions the shortfall incurred because of the application of the quota system. We value any action which may be construed to indicate that the State is alive to the educational needs of the whole community, and showing a willingness to shoulder a larger share of the financial responsibility connected therewith.

Missionaries are sometimes blamed for taking a one-sided view of questions, especially where the interests of the African are concerned. To say that the African has not benefited from European occupation in this Colony would be displaying a colossal ignorance of the true position. The benefits of government based upon British ideals of justice and fair-dealing and administered by officials endued with these principles are of great value. The privilege of sharing the heritage of a great nation is a rare one and must not be treated wantonly. The opportunities of the individual under a democratic state contrasted with the restrictions of a totalitarian state, whether it be the semi-savage tribal one of Africa or its more modern European counterpart, tend to bring into greater relief the benefits of democracy. We should like to voice our appreciation of those servants of the State who are making a real contribution to the welfare and happiness of the African.

The African's contact with the best elements of the European section of the community has a decided value in forming the new social outlook of the emerging people.

Unsatisfactory and valueless as much of our modern civilization and industrial life is, even here we find the African's contact has not been without benefit to him. To say less would be tantamount to saying that the accumulated experience and effort of centuries is destined for the scrap heap. The African has come to depend upon many modern inventions to no less extent than the European and to take them out of his life would be as undesirable as it is impossible.

But the coming of the white man and his civilization has not been an unmixed blessing for the African. Emergence into this labyrinthian structure has brought with it bewilderment and an inability to correlate the relative values of the new and the old. The experience of another is ever difficult to assimilate into one's own.

Let us look this part of our problem fairly in the face and see if we can find what is demanded. Not everything that the men of Christian countries have carried to the other peoples of the world has been good and helpful to those who have received it. Our civilization is yet far from perfect. Its aims are liable to much distortion when it comes in contact with peoples not yet equipped through generations of race experience to absorb, to understand, to appreciate it. One of the greatest things the Missionary movement could do for the less favoured communities would be to assure that all who go out from the Christians to the non-Christian communities should carry with them the spirit, the aims, the purposes of true Christianity. We know that they have not always done this. We know that the Missionary movements have repeatedly been hampered, and at times frustrated, because some calling

themselves Christians and assuming to represent Christian civilization have been actuated by unchristian motives. Those who have been willing to carry the vices of our civilization among the weaker peoples and into the darker places have often been more successful than those who have sought to implant the virtues. The Christian churches and governments have no greater responsibility than to make sure that the best, and not the worst, of which Christian society is capable shall be given to the other peoples.

Coming now to consider some aspects of the future as related to the interests of the African and to missionary work. The greatest issue of political significance is the matter of amalgamation or closer co-operation between this Colony and other African territories. We as Missionaries are not primarily interested in the matter as a political issue. As it concerns the interests and welfare of the Native peoples we are only doing our duty in giving expression to such views as we feel further their interests. Two members of the Executive, on behalf of this Conference, have made representations to the Royal Commission. It will not, therefore, be necessary for me to refer at any great length here to this matter. Whatever the implications, constitutionally or otherwise, are likely to be in the future—and it seems some closer union between various British territories in Africa is inevitable—we do claim that the interests of both races should receive equal and fair consideration. It may be safely predicted that the interests of the Native races will have to come in for a larger share of consideration than they have in the past. It is a truism to say that both races are here to stay, at least as far as Southern Rhodesia is concerned. It is just as evident that any policy decided upon will have to be made with this fact in mind.

Recognizing that both races are here to stay, we must needs turn our thought toward bringing about such relationships as will be conducive of mutual goodwill and respect. The first necessity in proper understanding is the ability to understand each other's speech. A hybrid language is a clumsy, inadequate vehicle with which to convey the thoughts of the soul or spirit of any people. A foreign language fails still more lamentably. Regardless of one's opinion as to the future lingua franca of the country, it will be a very long time before English becomes the mother tongue of the African. In the meanwhile the interests of both races would be served well if our European schools included in their curricula courses in the two chief Native languages of the Colony. There are those little acts of courtesy and kindness which mean so much in the contacts necessary between any people but which are often lacking in the dealing of the European with Natives. The African must many times feel he is being made to suffer indignities unworthy of the great race the white man represents.

It is not possible within the compass of an address such as this to mention in any detail the economic position of the Africans. It appears to be an obvious fact that their economic life is inseparably linked up with that of the European. We have given them our monetary system of exchange of commodities. They like the things our manufacturers offer and we wish to sell them the things we produce. Elementary business sense teaches us that in order to do business we must make it possible for the consumer to purchase just as well as for the manufacturer to produce. The African offers the best potential market for the products of European industry. Given the opportunity and means with which to purchase he will not disappoint you. Things which yesterday were mere luxuries are to-day actual necessities.

We are grateful to the Government in its efforts to find a solution to what is admittedly a difficult problem. We refer to the land question. These efforts are not without success and are bringing a measure of happiness now and a promise of better things for the future. However, one feels far from happy as one contemplates the future of those Africans who live on land in, or close by, thickly settled European areas. In the area immediately surrounding Bulawayo there appears to be a serious lack of land set aside for the Natives. Such areas as are available are far removed from the ancestral homes of the people and are largely in arid regions where water will have to be provided by artificial means. Another distressing feature has been the element of uncertainty in regard to certain areas. One would like to make a plea for more adequate land provision for Africans, especially in this section of Matabeleland and for the removal, as far as possible, of the element of uncertainty caused by the insecurity of their present location on land of which the future is unsettled.

In making reference to the educational aspect of our task we wish to restrict our thoughts to a few general remarks. The modern Christian Missionary does not, nor indeed do we recall any Missionary ever having done so, take a narrow or restricted view of his calling. The very force of the circumstances in which he labours prevents this.

Nothing said in the preceding paragraph is meant to indicate that we ignore that which is basic in our task. Our aim is to fit citizens for an other-worldly kingdom. This other-worldly outlook does not cause us to lose sight of the fact that we are of the earth earthly and thus concerned with mundane things. We believe in education, we agree with those who would impose no upper limit to the educational possibilities of the African. But we must not neglect the masses in our desire to reach height in the educational structure. Our difficulties will be enormously increased if we exploit the interests of a few to the detriment of the whole com-

munity. A nation must rise as a whole. There is the positive danger of an educated aristocracy being set over and against an ignorant proletariat.

In our concluding thought this morning we wish to emphasize the fact that merely to deal with the African along humanitarian lines is not enough. We believe the power of God is needed to transform the lives of individuals and nations. The love and grace of God lifts men and women from bondage to the freedom of the Sons of God. It is because we so greatly love our Christ that we follow His call to Missionary service. There is not enough impelling force in mere humanitarian impulse to carry one through a lifetime mission for Christ. The motives for such work must be powerful and continuous, not intermittent and impulsive. If missions are to continue as a Christian movement and not merely a general humane endeavour, the appeal will have to be made to Christians upon Christian grounds, not to grown-up Boy Scouts who are expected to do "a good deed every day", beautiful as that purpose is and fine as the habit is.

Our desire for the African is that he may come "unto a perfect man, unto the measure of the stature of the fulness of Christ". Our goal is an African who will recognize Christ as his Lord and strive to do the will of his Lord. It is our happy privilege to turn the steps of the Bantu toward the City of God. The path is rugged, not without its dangers. The traveller may become footsore and weary. He may bring pain to his guide, distress to himself and sorrow to his Lord, but we believe his face has been fixed toward better and higher things, things eternal. When disappointed with the progress made or discouraged because of the failure about us, let us remember there are advancing waves even on an ebbing tide and there are retreating waves on a flowing one. Progress may be slow; little forward movement may be noticeable, but we need not be afraid: the leaven of the Gospel has entered; it is silently, yet surely, working. It is our duty to place our hands in the African's and together move forward, accommodating our firm strides to his halting steps.

If by our being together here for these few days, pooling our experience and thought, sharing each other's hopes and fears; if by these means we shall be better able to indicate to the African people under our care the road they must travel, the discipline and cost of discipleship, if they are to realize their full inheritance in Christ; if all or a part of this is realized, then great will be the value of our Conference."

UNIFORM SCALE OF TEACHERS' SALARIES

“... In planning for the future there are many things to be thought about in building up the African teaching profession, and one of these things is the salary scale and type of service contract. Like all other questions this matter has two sides and must be looked at from the Missionary point of view as well as that of the teachers. First of all let us examine the present position. We find that teachers are very prone to change from one mission to another to obtain higher rates of pay. There is also a great leakage from the profession to better paid positions in other walks of life. After the missions and Government have been to the expense of training a teacher such a leakage means a very considerable financial loss. The high rate of pay offered in the Government schools creates an anomalous position. We also find that an indefinite and haphazard system always lends to a feeling of discontent which is a great handicap to the profession as a whole. Furthermore, we find quite promising pupils not even entering the profession but looking elsewhere for their livelihood.

Many of these evils would be counteracted if a uniform scale with regular increments were adopted, putting the whole profession on a sound economic basis and a definite form of contract entered into between missions and teachers.

It would certainly stop this constant change of teachers from mission to mission. The leakage to other walks of life would be lessened especially if those starting a teachers' training course undertook to do three years teaching on completing their training. A scale with definite increments would lead to a feeling of content and security for the future and if the Government backs up the Missionary Conference and undertakes to pay the same scale, another difficulty would be removed. By putting the profession on a sound economic basis it would go a long way towards building it up by attracting the very best possible types to its ranks.

Another very pressing reason why this whole question should be squarely faced by this Conference is because of the proposed new system of grants-in-aid to be introduced by the Government next year. This reason is sufficient in itself, but I will not stress this point for I feel that the Conference should face the question not because of outside pressure but because of its desire to do unto others as they would be done by. In order to get a sense of perspective in this matter I did my best to get some idea of what was being paid to Africans in the cities and what scope and demand there was for the services of the educated African.

There is the usual glaring anomaly of the artisan receiving higher wages than those offered in the profession. The African builder, bricklayer, and carpenter appears to be very well paid.

Enquiries at the Municipal Offices showed that artisans drew a minimum of 4/- per day and many were getting more while a foreman received as much as £10 per month.

Messengers who could read and write English started at the Municipality at 37/6 and rose to £2. 10 per month, plus uniform, quarters and food, and those retiring after long service were always paid a gratuity. A driver of a scotch cart was paid 37/6 a month and a wagon driver £3 plus quarters and food. The prospects in the railway offices were not so good ; there a messenger started at 25/- plus food and uniform. On retiring after long service a gratuity of £1 for every year's service was paid. The most helpful information I received was from the Officer-in-Charge of the Police Camp. Here I learnt that district police started on £1 per month with an annual increase of 5/- per month to a maximum of £3 plus uniform, food and an allowance of 5/- per month for meat and 7/6 per month for cycle allowance. There is also the possibility of promotion to N.C.O. rank—a sergeant being entitled to £5 per month plus allowances. Town Police who had to be able to speak, read and write English started on £2 per month with annual increments of 5/- to a maximum of £4 plus quarters, uniform and ration allowance of 15/- plus 7/6 cycle allowance, with higher rates of pay in the now commissioned ranks. African detectives start at £3 per month with annual increments of 5/- per month rising to a maximum of £6, plus 15/- ration allowance, 7/6 cycle allowance, and 5/- plain clothes allowance which all amounts to £4. 7. 6. In all branches of the service an interpreter was paid an extra £2 per month. All police are allowed 10 days leave per annum on full pay and after ten years service are entitled to a gratuity of one month's pay for every year of service and after 20 years a gratuity or pension of $\frac{1}{10}$ of a month's salary for every year of service. The force had definitely set out to build up a creditable body of men carefully chosen and fairly paid. This policy has been proved by results. The right type of men have been attracted ; men give long service and there is a feeling of goodwill and contentment throughout the force.

The salary scale paid to teachers in the Transvaal which I have been given to understand is the scale paid in the other three provinces is as follows.

SCHEDULE "A"

Scales of Salary Grants to Teachers in Native Training, Secondary, Practising, Higher Boarding and Higher Primary Schools

<i>Grade</i>	<i>Qualifications</i>	<i>Men</i>	<i>Women</i>
A	Degree with professional training	£180-9-306	£120-6-204

B	(Natal & Transvaal) T. 2 or Board of Education H.P. (Cape)	144-9-270	96-6-180
C	Matriculation with lower professional training	117-9-243	78-6-162
D	European Primary Lower or Native Higher Primary	100-9-207	72-6-144
E	Native T. 3 or equivalent	90-9-180	66-6-120
F	Unqualified	Between £60 and £108 at discretion	Between £40 and £72 at discretion

SCHEDEULE "B"

Scales of Salary Grants of Native Teachers in Primary Schools

<i>Qualifications</i>	<i>Men</i>	<i>Women</i>
Uncertificated	£36	£30
P.T.1	42-3- 60	36-3- 48
P.T.2	54-3- 81	42-3- 69
P.T.3	66-3-108	54-3- 90
Higher Primary	78-3-120	66-3-102

(a) Additions to Salary Grant

1. Head teacher's allowance (payable provided the head teacher is a certificated teacher and an assistant teacher is employed)

25- 45	in average attendance	£6 per annum
46- 90	" "	12 "
91-250	" "	18 "
Over 250	" "	24 "
2. Heads of schools with approved Standard VI will get an additional £12 per annum.
3. Special qualifications :—
One increment for each year of academic, professional or technical training beyond the general course prescribed for the certificate held by the teacher.
4. Teachers engaged exclusively for industrial work, who shall not be counted on the staff of the school, a grant at a rate not exceeding £20 per annum.

(b) Cost of Living Allowances

	<i>Married and Living with Family</i>	<i>Single</i>
(1) Teachers living or board-ing within boundaries of any Municipality	£18 per annum	£6 per annum
(2) Teachers other than those living in Municipalities, Native Reserves or on Mission Farms.	£12 per annum	£6 per annum

These scales are definitely much higher than the general salaries paid in the Colony, even higher than the scale gazetted for the Government Schools of Dombashowa and Tjolotjo which are as follows :—

E.T.C.	£48-6- 72
P.T. 3	72-6- 96
J.C. & Primary Higher	78-6-120
Matric & Primary Higher or equivalent	102-6-150
plus Professional	130-8-210

INDUSTRIAL

Standard VI and 4 years Training	72-6- 96
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Before going on to suggest a scale for consideration I should like to place the following points before the meeting which I venture to suggest might be incorporated into any salary scheme.

Firstly, that all untrained teachers be employed at a fixed scale with no increments and that an allowance be made to married men. We are all agreed that it is advisable for teachers to be married especially at kraal schools.

Secondly, that all qualified teachers be paid a definite rate with annual increments up to a fixed maximum.

Thirdly, that kraal school teachers be paid at a slightly lower rate than teachers in central day schools, but that at the end of the year they should receive a good service bonus if their work has been satisfactory. (A bad report from a Government Inspector would prejudice such a bonus.) This system has proved very satisfactory in the Cape Province.

Lastly, any new scale adopted by the Conference to affect all new appointments.

I am tentatively submitting the following scale and I only do so as some basis from which to start discussion.

TRAINING SCHOOLS AND POST PRIMARY

<i>Qualifications</i>	<i>Men</i>	<i>Women</i>
E.T.C. or equivalent	£48-3- 72	£30-3- 48
N.P.L. or equivalent	60-3- 84	36-3- 60
J.C. plus N.P.H.	78-6-108	48-6- 78
Matric plus N.P.H.	108-6-150	60-6-108
Degree plus Professional	144-9-240	78-9-144

CENTRAL DAY SCHOOLS

E.T.C.	£36-3-66	£24-3-42
N.P.L. 2	42-3-72	30-3-42
N.P.L. 3	45-3-78	33-3-48
J.C. plus N.P.H.	48-3-96	36-3-54

KRAAL SCHOOLS

Std. IV and V	£1.15.0	£1.0.0
Std. VI	2.0.0	1.5.0
E.T.C.	30-3-54	20-3-36
N.P.L. 3	36-3-60	24-3-42

I should like to urge upon the Government the need to foster the African teaching profession which is the greatest asset in the Native development. I should like to urge the Government to shoulder their responsibility. When one examines the revenue and expenditure of the country, and learns that only one fifth of the revenue derived from direct taxation is spent on the education of Natives, and then considers what the Natives contribute in indirect taxation as well as their vast contribution to the economic welfare of the country in the form of cheap labour, surely one feels that the Government could afford to spend more on the education of the African. Of the £400,000 contributed in direct taxation the Natives receive services and benefits amounting to 70 per cent. of this sum, but, besides this how much of the £800,000 collected by the customs is ultimately paid by the Natives?

It would be perhaps impossible for all the members of the Conference to agree upon a uniform salary scale, but as many as are willing should co-operate and make a start.

Although in this vital question many of us feel the ultimate responsibility lies with the Government, the burden at present lies on our shoulders, and it behoves us to do all that lies in our power to make sure of the future of the African teaching profession."

LIST OF CONFERENCE MEMBERS PRESENT

The retiring Executive Committee and the first four names under each Denomination were the official voting members of the Conference.

Members of the retiring Executive Committee present :—

Rev. H. H. Brubaker, *Vice President, Brethren in Christ*
Rev. A. A. Louw Jnr., *Secretary, Dutch Reformed Church*
Rev. Father J. P. O'Hea, *Roman Catholic Church*
Rev. Father R. H. Baker, *Anglican Church*
Rev. T. A. O'Farrell, *Methodist Episcopal Church*
Miss F. Quinton, *Methodist Episcopal Church*
Rev. H. W. Murray, *Dutch Reformed Church*
Rev. H. Carter, *Methodist Missionary Society*
Rev. V. R. Rickland, *Church of Sweden Mission*
Mr. S. J. Curtis, *American Board*

American Board

Rev. J. S. Marsh and
Mrs. Marsh
Miss I. Craig
Miss G. H. Merrill
Mrs. Curtis
Mr. J. van Oortmerssen

Church of Christ

Mr. Garfield Todd and
Mrs. Todd
Mr. F. L. Hadfield
Mr. J. W. Claassen
Mr. and Mrs. Mansill
Mrs. L. Hadfield

Anglican Church

The Rt. Rev. the Bishop of
S. Rhodesia
Rev. A. C. Knights
Rev. E. D. K. Wood
The Ven. Archdeacon Gibbs

Church of Sweden

Rev. E. L. Sundgren
Mr. J. Bergman
Sister D. Ericksson
Sister E. Persson
Rev. H. Thonell and
Mrs. Thonell
Rev. A. Albrektsson
Dr. O. Nordesjö and
Mrs. Nordesjö
Mrs. Bergman
Mrs. Sundgren
Sister K. Svensson
Mr. G. Linell

Brethren in Christ

Rev. W. O. Winger
Rev. L. B. Steckley
Rev. J. E. Hershey
Mr. D. B. Hall
Mrs. Steckley
Mrs. Hershey
Mrs. N. Lady
Miss K. Wengert
Miss F. M. Frey
Mrs. E. M. Frey
Miss M. Kauffmann
Miss E. Engle
Miss M. Kreider

Dutch Reformed Church

Rev. G. S. Murray
Mr. C. J. J. Brand
Miss A. Prinsloo
Rev. G. W. Roux
Mrs. G. S. Murray

Miss J. Heymann
Miss H. C. Kotze
London Missionary Society
Rev. W. W. Anderson
Miss C. D. Huntley
Miss I. M. Ross
Mr. E. G. Wyatt
Rev. C. E. Seager
Rev. J. Anderson and
 Mrs. Anderson
Mrs. W. W. Anderson
Mrs. Wyatt
Miss M. A. Hudson

Methodist Episcopal Church

Rev. M. J. Murphree
Mrs. T. A. O'Farrell
Miss S. N. King
Miss B. Reitz
Miss F. Ellener

Methodist Missionary Society

Rev. P. Ibbotson
Rev. G. E. Hay Pluke
Rev. E. G. Nightingale
Sister D. M. Pratten
Rev. F. Mussell
Rev. W. Howarth
Rev. J. Stewart
Mr. W. M. Tregidgo

Rev. G. B. Fish
Miss E. M. Lince
Miss M. Baker
Miss W. Philips

Presbyterian Church

Mr. J. Stakesby Lewis and
 Mrs. Lewis
Rev. J. Kennedy Grant
Mr. W. Fleming
Rev. W. G. Brown and
 Mrs. Brown
Mrs. Fleming

Roman Catholic Church

Rev. Father Francis Wojaczek
Rev. Father Joseph Kammer-
 lechn
Rev. Father M. Frey
Rev. Father A. Bausenwein

Salvation Army

Col. E. Chard
Lt. Col. J. Barrell
Brig. A. E. Stoyle
Major J. Woodhouse
Major Durman
Adj. Tabor
Captain Rive
Captain Hill

Visitors present on various occasions :—

His Excellency the Governor, Sir Herbert Stanley, G.C.M.G.;
Mr. Charles Bullock, Secretary for Native Affairs; Mr. G. Stark,
Director of Native Education, and other interested friends.



